



# FEDERAL LABOR RELATIONS AUTHORITY

## CAREER OPPORTUNITY ANNOUNCEMENT

### INTERNAL MERIT STAFFING AND DELEGATED EXAMINING AUTHORITY

<b>Announcement No:</b> FLRA 02-21		<b>Opening Date:</b> 10/18/ 02 <b>Closing Date:</b> 11/12/02	<b>Job Title, Pay Plan, Series and Grade:</b> Human Resources Specialist, GS-201-12/13 (Staffing/Classification)
<b>Number of Vacancies:</b> More than one selection may be made from this announcement	<b>Promotion Potential:</b> GS-13	<b>Salary Range:</b> GS- 12, \$55,694 - \$72,400 GS-13, \$66,229 - \$86,095  Salaries include 2002 locality rate for the Washington, DC area.	
<b>Duty Station/Agency Component:</b> Office of the Executive Director, Human Resources Division  The FLRA headquarters office is conveniently located two blocks from the Metro Center subway station in Washington, DC. Metrobus and a number of commuter buses are similarly close by. Numerous eateries, shops, theaters, and historical sites are within walking distance. Excellent employee benefit programs include: alternative work schedules, transit subsidy, and free work-out facility.			
<b>Work Schedule/Type of Appointment::</b>  Competitive Service Permanent Full Time Non Bargaining Unit			
<b>Major Duties:</b> If selected you will be a non-supervisory human resources specialist working in a variety of operations programs. Assignments may be related to recruitment, staffing, position classification, pay and benefits, worker's compensation, performance and awards, training, or employee relations. You will also be involved with the development and implementation of FLRA human Resources policy and instructions, FLRA Strategic Plan goals and the President's Management Agenda initiatives.  The Agency is highly automated and currently uses Corel WordPerfect and Microsoft Word for word processing, the Microsoft Outlook electronic mail system, and Oracle for database management.			
<b>Conditions of Employment:</b>  If you are a Federal competitive status candidate, you must meet any time-in-grade requirement by the closing date of the vacancy announcement.			

**Who May Apply:**

Nationwide - Status and Non-status candidates (i.e., all US citizens) who meet the job qualifications

**Are you:**

- ⌈ a 30 percent compensable veteran;
- ⌈ eligible for a Veterans' Readjustment Appointment (VRA); or
- ⌈ severely handicapped?

If so, we may be able to consider you under a special hiring authority. Please be sure to clearly designate your eligibility for these types of appointments in your cover letter of application.

**Are you:**

- ⌈ a candidate with a disability and therefore need a reasonable accommodation for any part of the application and hiring process?

If so, ask for an application for accommodation on which you describe your needs. (Determinations on requests for reasonable accommodation are made on a case-by-case basis.)

**Are you:**

- ⌈ a CTAP eligible; or
- ⌈ an ICTAP eligible?

If so, you have priority consideration rights. Please include a copy of the letter issued by your agency describing your reduction-in-force status.

**To apply for this position, you must have the following qualifications:**

Applicants for the GS-12 position must have at least one year of specialized experience equivalent to the GS-11 level in the Federal service; applicants for the GS-13 position must have at least one year of specialized experience equivalent to the GS-12 level in the Federal service. Specialized experience is experience directly related to Federal human resources functions that have provided the applicant with the knowledge, skills, and ability to perform the duties summarized above.

***Ranking Factors: You must address listed selective factors (if any), competencies, and/or desired knowledge, skills, and abilities on a separate sheet of paper and attach it to your application. Your responses will be used to determine if you are among the best qualified candidates. The applications of the highest ranked candidates will be sent to the selecting official for selection consideration. If the factors are not separately addressed, the Agency has the option to exclude your incomplete application from consideration.***

1. Knowledge of and experience in carrying out assignments in position management, classification, recruitment and staffing.
2. Knowledge of and experience in carrying out assignments in at least one of these areas: compensation and pay; workforce planning; special employment programs; outplacement programs; training and development; employee relations; performance management and awards programs; employee benefits and retirement; labor relations; and/or HR automated systems.
3. Ability to gather, evaluate, and analyze data and information to generate options for solutions to improve HR programs and operations.
4. Ability to communicate clearly, concisely, and directly, orally and in writing.
5. Ability to establish and maintain effective working relationships with Agency leadership, managers, supervisors, union officials, and employees.
6. Ability to monitor, review, and provide guidance to others to facilitate the work of an organization.

**Special Remarks:**

If you are applying for competitive service positions and are a compensable veteran or person with a disability and need reasonable accommodation for any part of the application or hiring process, please notify the Agency. The decision on granting reasonable accommodation will be on a case-by-case basis. Proof of eligibility for special consideration is required.

If you are a competitive service employee eligible for priority consideration under CTAP or ICTAP, clearly annotate your resume and submit proof that you meet the requirements of Title 5 CFR 330. If you are determined to be well qualified, that is, you possess knowledge, skills, and abilities which clearly exceed the minimum qualifications requirements for the position, you will be afforded priority consideration.

Relocation Expenses will not be paid.

New competitive service employees on non time-limited appointment must serve a one-year probationary period.

The position is being announced under both merit promotion procedures (open to status candidates only) and open competitive procedures under delegated examining authority (DEU - for non-status candidates, as well as status candidates). Federal status candidates who wish to be considered under both procedures must submit TWO complete applications. If a status candidate is selected from a DEU certificate, he or she must serve a new probationary period. If a status candidate submits only one application and does not specify under which procedure he or she wishes to be considered, the application will be considered under merit promotion procedures only.

**Agency Mission:** The Federal Labor Relations Authority (FLRA) is an independent agency responsible for administering the labor-management relations program for non-postal Federal employees world-wide. It employs approximately 215 employees dispersed among the Washington, DC headquarters and seven regional offices. The Agency consists of three components: the Authority, the General Counsel and the Federal Service Impasses Panel. The **Authority** is a quasi-judicial body which resolves disputes over the negotiability of proposals made by Federal employee unions in collective bargaining with Federal agencies. It also resolves exceptions to grievance arbitration awards and decides whether conduct alleged in a complaint constitutes an unfair labor practice. In addition, it reviews determinations made by Agency Regional Directors in disputes over union elections and unit determinations. The **Office of the General Counsel** is responsible for independently investigating, and settling or prosecuting unfair labor practice charges; receiving and processing representation proceedings; and providing facilitation, intervention, training and education services to the parties to prevent and/or resolve disputes. The **Federal Service Impasses Panel** provides assistance to Federal agencies and unions representing Federal employees in resolving impasses arising from negotiations over conditions of employment. For additional FLRA information, you may visit our website at: <http://www.flra.gov>.

#### **Employee Programs and Benefits:**

As an employee-oriented Agency, FLRA offers options in flexible work schedules such as working a regular fixed schedule, a compressed work schedule, or flexible schedules that allow varied arrival and departure times or number of hours per day worked. There are opportunities to attend skills-enhancing and skills-maintenance training. Employees may earn a variety of monetary and non-monetary awards. Frequent travelers may participate in a travel gain-share pilot July 1, 2001-December 2002. An employee assistance program provides confidential, professional counseling and referral service to help troubled employees, a health service which provides periodic health screening opportunities at nominal cost, and a leave donation program that can assist employees during personal medical emergencies. For special circumstances, there are opportunities to work at home on a limited basis. All employees are paid by electronic funds deposit.

FLRA recognizes the Union of Authority Employees (UAE) as the exclusive bargaining representative of eligible employees.

The FLRA subsidizes health benefits and life insurance costs. Its portable Federal Employees Retirement System permits eligible employees to supplement their retirement by contributing to a Thrift Savings Plan (similar to 401K savings plans). Employees on appointments of more than 90 days with set work schedules earn annual and sick leave based on their years of service, beginning at 104 hours each of annual and sick leave per year for a full time employee.

**How To Apply for This Position:** Submit your resume with the information described on the attached "Application/Resume Checklist," so that the information is received at the following address by 5:00 p.m. Eastern Standard Time by the closing date of the announcement: Federal Labor Relations Authority, Human Resources Division, 607 14th Street, NW, Suite 430, Washington, DC 20005.

To request a copy of this announcement, call the Job Line at (202) 482-6537. To download a copy, visit our website at <http://www.flra.gov/29-jobs.html>. There is a statutory prohibition against using Government-franked envelopes to mail applications.

Qualified applicants will receive consideration without regard to such non-merit factors as race, color, religion, gender, handicap, age, sexual orientation, national origin, political affiliation, marital status, non-disqualifying disabilities, membership or non-membership in an employee organization, personal favoritism, protected genetic information, or status as a parent.

Once selection is made an announcement will be placed on FLRA's web page. Please note that the selection process may take up to 120 days.

## **DEFINITIONS:**

**Competitive Service.** Competitive service positions are civilian positions in the executive branch of the Government which require some form of examination - either a written test, or a ranking of qualifications against prescribed knowledge and skill criteria.

**Delegated Examining Authority.** Delegated by the Office of Personnel Management to an agency, giving it the authority to examine for certain positions within merit system laws and regulations.

**Excepted Service.** Includes all civilian positions in the executive branch which are specifically excepted from the competitive service by law, Executive order, or regulation, and includes student positions, those of a confidential or policy-determining character, and those for which it is not practicable to examine against a qualification requirement.

**Non-Status Candidate.** An individual who has never served in a competitive service Federal position.

**Salary Range.** There are ten salary increments (called “steps”) within each grade level. Candidates with no prior Federal service generally are appointed at step 1, which is the minimum pay rate of the grade for which selected. Some candidates possess superior academic or experience qualifications and may be hired above the entry level salary. The Human Resources Division, in concert with the selecting official, will determine salary level prior to extending a final offer of selection to a candidate. The salary is not negotiable after appointment.

**Preference Eligible.** A candidate with veteran’s preference. In certain instances, additional points are added to the candidate’s ranking and this preference is considered in the selection process.

**Promotion Potential.** The target grade the selected applicant can expect to achieve without further competition. Promotion beyond the target grade would require further competition or review.

**Quality Ranking Factor .** Quality Ranking Factors are knowledge, skills or abilities which would enhance an applicant’s ability to succeed on the job. These factors are used to rank applicants’ quality of education and experience.

**Reasonable Accommodation.** Includes, but is not limited to, making existing facilities used by employees readily accessible to and usable by persons with disabilities; job restructuring; modification of work schedules; providing additional unpaid leave; reassignment to a vacant position; acquiring or modifying equipment or devices; adjusting or modifying examinations, training materials, or policies; and providing qualified readers or interpreters. Reasonable accommodation may be necessary to apply for a job, to perform job functions, or to enjoy the benefits and privileges of employment that are enjoyed by people without disabilities.

**Selective Factor.** A selective factor is a knowledge or skill an applicant must have in order to perform the job requirements satisfactorily. Applicants must possess a stated selective factor in order to be rated at least minimally qualified for the job.

**Severely Handicapped.** An individual with a physical or mental impairment that substantially limits one or more major life activities, has a record of such an impairment, or is regarded as having such an impairment. Major life activities are those that an average person can perform with little or no difficulty such as walking, breathing, seeing, hearing, speaking, learning, and working.

**Status Candidate.** Federal employees acquire status by completing a probationary period under a career-conditional or career appointment in the competitive service.

**Trial and Probationary Periods.** Applicants selected for excepted service permanent positions serve a two-year trial period if they are non-veterans' preference eligibles, and a one-year period if they are a veterans' preference eligible. Applicants selected for a career or career-conditional appointment serve a one-year probationary period. During these trial and probationary periods, the agency determines the fitness of the employee, and the employee has no appeal rights if the Agency decides to terminate the appointment.

**Veterans Readjustment Appointment.** A special authority by which agencies may appoint an eligible veteran without competition. The candidate must meet the basic qualification requirements for the position. Appointments are for a 2-year period; successful completion of the VRA appointment leads to a permanent civil service appointment. Candidates must have served on active duty for a period of more than 180 days which occurred after August 4, 1964, and received other than a dishonorable discharge. Active duty service of more than 180 days is not required if you were discharged or released from active duty because of a service-connected disability.

## APPLICATION/RESUME CHECKLIST

*To ensure full and proper consideration, your application/resume must contain the following information.  
Failure to submit this information may result in non-consideration for the position.*

### Job Information

- C Vacancy number, position title and grades(s)

### Personal Information

- C Full name, mailing address (with zip code), phone numbers (with area code)
- C Social Security Number
- C Country of citizenship
- C Veterans' preference
- C Reinstatement eligibility, if any
- C Title and series of highest Federal civilian job held, if any

### Education

- C High school (name, city, state and zip code); date of diploma or GED
- C Colleges or universities (name, city, state, and zip code); Majors
- C Type and year of degrees received (if no degree, show semester/quarter hours).
- C Transcripts - only if applying for entry level Attorney, Law Clerk, or Outstanding Scholar positions.

### Work Experience

- C Title (include specific dates held, number of hours worked per week and, if Federal job, reflect series and grade)
- C Duties
- C Employer's name and address
- C Supervisor's name and phone number
- C Starting and ending dates (month, day, and year)
- C Number of hours worked per week and beginning and ending salary for each experience
- C Indicate if we may contact current supervisor

### Other Qualifications

- C Training (title, hours, year)
- C Special skills (e.g., computer software/hardware, typing speed, etc.)
- C Current certificates and licenses (e.g., Bar membership; CPA)
- C Honors, awards, accomplishments (e.g., publications, performance award, memberships in professional organizations or societies, leadership activities, public speaking.

### Selective Factors; Job-Related Competencies; and Desirable Knowledge, Skills, and Abilities

You must address the listed factors on a separate sheet of paper and attach it to your application.

### Background Questionnaire

You are requested to complete the attached "Background Survey Questionnaire 79-2."

### Performance Appraisal

Current or former Federal employees must submit a copy of most recent performance appraisal and a copy of a recent SF-50, "Notification of Personnel Action" reflecting grade, title, series, and annual pay.

### Veterans' Preference DD-214

Preference does not apply to Outstanding Scholar or to internal Federal merit promotion actions. For other positions, if you are claiming veterans' preference, submit form DD-214, and, if applicable, proof of disability or mother/widow preference.

NOTE: Preference eligibles or veterans who have been separated from the armed forces under honorable conditions after 3 years of more of continuous active service may apply to the announcement. Also, the Defense Authorization Act of 1997 extended veterans' preference to persons who served on active duty during the Gulf War, and authorizes that the Armed Force Expeditionary Medal for service in Bosnia is qualifying for veterans' preference.

### Disability Status

Applicants with disabilities who are eligible for non-competitive appointment under special appointing authorities must indicate their special status and provide appropriate current certification of that status.

### CTAP or ICTAP Eligibility

Individuals applying to competitive service positions who have priority consideration rights under the Interagency Career Transition Assistance Program (ICTAP) or the Agency CTAP must clearly annotate the eligibility and submit proof.

**United States  
Federal Labor Relations Authority  
Background Survey Questionnaire 79-2**

Form Approved  
MB No. 50-RO-616

<p style="text-align: center;"><b>GENERAL INSTRUCTIONS</b></p> <p>The information from this survey is used to help insure that agency personnel practices meet the requirements of Federal law. Your responses are voluntary. Please answer each of the questions to the best of your ability. Please print entries in pencil or pen. Use only capital letters. Read each item thoroughly before completing the appropriate code number in each box.</p> <p>Name (Last, First, MI) _____</p> <p>Position for which you are applying _____</p> <p>Date (Month, Day, Year) _____</p> <p>1. Social Security Number _____</p> <p>2. Year of Birth 19 _____</p> <p>3. Do you have any physical disability? _____</p>	<p style="text-align: center;"><b>PRIVACY ACT INFORMATION</b></p> <p style="text-align: center;"><b>GENERAL</b></p> <p>This information is provided pursuant to Public Law 93-579 (Privacy Act 1974) December 31, 1974 for individuals completing Federal records and forms that solicit personal information.</p> <p style="text-align: center;"><b>AUTHORITY</b></p> <p>Sections 1302, 3301, 3304 and 7201 of Title 5 of the US Code.</p> <p style="text-align: center;"><b>PURPOSE AND ROUTINE USES</b></p> <p>The information from this survey is used for research and for a Federal equal opportunity recruitment program to help insure that agency personnel practices meet the requirements of Federal law. Address questions concerning this form and its uses to the Director PRDC, Office of Personnel Management, Washington, D.C. 20415.</p> <p style="text-align: center;"><b>EFFECTS OF NONDISCLOSURE</b></p> <p>Providing this information is voluntary. No individual personnel selections are made on this information.</p> <p style="text-align: center;"><b>INFORMATION REGARDING DISCLOSURE OF YOUR SOCIAL SECURITY NO. UNDER PUBLIC LAW 93-579, SECTION 7 (b)</b></p> <p>Solicitation of the Social Security Number (SSN) is authorized under provisions of Executive Order 9397 dated November 22, 1943. It is used to relate this form with other records that you file with Federal agencies and the Office of Personnel Management.</p>
---	--

4. How did you learn about the particular position or exam for which you are applying? (You may select up to three choices.)

- |  |   |
|--|---|
| <p>01 - Private Information Service</p> <p>02 - Newspaper</p> <p>03 - Magazine</p> <p>04 - Radio</p> <p>05 - TV</p> <p>06 - Poster</p> <p>07 - Private Employment Office</p> <p>08 - State Employment Office (Unemployment Office)</p> | <p>09 - Agency Personnel Dept. (Bulletin Board or Other Announcement)</p> <p>10 - Agency or Other Federal Government Recruitment at School or College</p> <p>11 - Federal, State or Local Job Information Center</p> <p>12 - Religious Organization</p> <p>13 - School or College Counselor or Other Official</p> <p>14 - Friend or Relative Working for Agency</p> <p>15 - Friend or Relative Not Working for Agency</p> <p>16 - Other (Specify) _____</p> |
|--|---|

5. Please categorize yourself in terms of race, sex, and ethnic categories below. First read definitions of subcategories. The racial and ethnic categories for Federal statistics and administrative reporting are defined as follows:

**ETHNICITY:** Hispanic - A person of Mexican, Puerto Rican, Cuban, Central or South America or other Spanish culture or origin regardless of race.

**RACE:** American Indian or Alaskan Native -- A person having origins in any of the original peoples of North America, and who maintains culture identification through tribal affiliation or community recognition. Asian or Pacific Islander -- A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands. This area includes, for example, China, India, Japan, Korea, the Philippine Islands, and Samoa. Black or African American -- A person having origins in any of the original peoples of Africa. White -- A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

<p><b>A. Race</b></p> <p>1. American Indian or Alaskan Native</p> <p>2. Asian or Pacific Islander</p> <p>3. Black or African American</p> <p>4. White</p> <p>5. Other (Specify) _____</p>	<p><b>B. Sex</b></p> <p>1. Male</p> <p>2. Female</p>	<p><b>C. Ethnicity</b></p> <p>1. Hispanic Origin</p> <p>2. Not of Hispanic Origin</p>
---	--	---

